



UNITED STATES
AIR FORCE
JAG



A group of four people, two men and two women, are standing behind a long table covered with a white cloth. The table is filled with a dense grid of various legal and business-related terms, organized in rows and columns. The terms include concepts like Aerospace Ops Centers, Disaster/Mishap Response & Claims, Alternative Dispute Resolution, Equal Opportunity, Logistics Agreements, Weapons Reviews, Transportation, Appellate, Private Organizations, Commercial, Ethics, Int'l Engagement, Human Rights, Multinational Organizations, Taxation, Foreign Civil Litigation, Interagency Relations, Foreign Military Sales, FOIA, Privacy Act, Medical, Space, Aerospace Ops Centers, Joint & Combined Operations, Aviation, Courts-Martial, Rules of Engagement, Acquisition, Environmental, International, Target & Weaponneering Analysis, Information Operations, Legal Assistance, Defense Services, Humanitarian & Disaster Relief, Force Protection, Quality Force, Preventive Law, Competitive Sourcing & Privatization, Real Estate, International Agreements, Intellectual Property, Public Utilities, Int'l Criminal Tribunals, Command Relationships, Civil Affairs, Media Relations, Administrative, Tort Claims, Copyrights, Investigations, Pro- & Anti-Government Claims, Bankruptcy, Employment & Labor, Military-to-Military Engagement, Plans Reviews, Nongovernmental Organizations, Nonjudicial Punishment, Personnel, Patents, Host-Nation Relations, Foreign Civil Litigation, Interagency Relations, Foreign Military Sales, FOIA, Privacy Act, Medical, Space, Aerospace Ops Centers, Joint & Combined Operations, Aviation, Courts-Martial, Rules of Engagement, Acquisition, Environmental, International, Target & Weaponneering Analysis, Information Operations, Legal Assistance, Defense Services, Disaster/Mishap Response & Claims, Modernization, Fiscal, Status of Forces, Law of Armed Conflict, Humanitarian & Disaster Relief, Force Protection, Quality Force, Preventive Law, Competitive Sourcing & Privatization, Real Estate, International Agreements, Alternative Dispute Resolution, Peace Operations, Informative Technology, Nonjudicial Punishment, Intellectual Property, Public Utilities, Int'l Criminal Tribunals, Command Relationships, Civil Affairs, Media Relations, Administrative, Tort Claims, Copyrights, Equal Opportunity, Logistics Agreements, Weapons Review, Counter-Drug, Communications, Investigations, Pro- & Anti-Government Claims, Bankruptcy, Employment & Labor, Military-to-Military Engagement, Plans Reviews, Nongovernmental Organizations, Transportation, Appellate, Private Organizations, Foreign Criminal Jurisdiction, Intelligence Oversight, Personnel, Patents, Host-Nation Relations, Foreign Civil Litigation, Interagency Relations, Foreign Milita Sales, FOIA, Privacy Act, Medical, Space, Aerospace Ops Centers, Joint & Combined Operations, Aviation, Courts-Martial, Rules of Engagement, Acquisition, Environmental, International, Target & Weaponneering Analysis, Information Operations, Leg Assistance, Defense Services, Disaster/Mishap Response & Claims, Modernization, Fiscal, Status of Forces, Law of Armed Conflict, Humanitarian & Disaster Relief, Force Protection, Quality Force, Preventive Law, Competitive Sourcing & Privatization, Re Estate, International Agreements, Alternative Dispute Resolution, Peace Operations, Information Technology, Nonjudicial Punishment, Intellectual Property, Public Utilities, Int'l Criminal Tribunals, Command Relationships, Civil Affairs, Media Relations, Administrative, Tort Claims, Copyrights, Equal Opportunity, Logistics Agreements, Weapons Reviews, Counter-Drug, Communications, Investigations, Pro- & Anti-Government Claims, Bankruptcy, Employment & Labor, Military-to-Military Engagement, Plai Reviews, Nongovernmental Organizations, Transportation, Appellate, Private Organizations, Commercial, Ethics, Int'l Engagement, Human Rights, Multinational Organizations, Taxation, Foreign Criminal Jurisdiction, Intelligence Oversight, Personnel Patents, Host-Nation Relations, Foreign Civil Litigation, Interagency Relations, Foreign Military Sales, FOIA, Privacy Act, Medical, Space, Aerospace Ops Centers, Joint & Combined Operations, Aviation, Courts-Martial, Rules of Engagement, Acquisition



What is The Judge Advocate General's Department of the Air Force?

The Judge Advocate General's Department is the definitive leader in providing sought after, high quality legal services to the United States Air Force. It is a highly trained, exceptionally effective and motivated team responsive to the evolving missions of the world's most respected aerospace force.

The Air Force's judge advocate organization is institutionally designated as a department, rather than a corps. This designation allows for separate management of judge advocates. The department's focus is on a single mission:

Mission: *To provide full-spectrum legal services that support Air Force people, operations, readiness, and modernization.*



What is an Air Force Judge Advocate (JAG)?

An Air Force JAG is a respected attorney, a trusted counselor, and a polished military officer. Combining these challenging roles into one job creates an exceptional, professional experience and an exciting, unique way of life.

Air Force judge advocates number over 1300 women and men, practicing law while serving as military officers. Approximately twenty-seven percent of all judge advocates are women and about twelve percent are minorities. Among the judge advocates serving in the Air Force, There are graduates from nearly every one of the 184 American Bar Association-accredited law schools and members of all 50 state bars, the District of Columbia and Puerto Rico. Air Force JAGs are commissioned officers in the Armed Forces of our country, held to a high standard of excellence, conduct, and character.





Integrity First, Service Before Self, Excellence In All We Do



Every member of the Air Force family -- officer, enlisted, and civilian -- understands, lives by, and cherishes our three core values:

Integrity First: *Integrity is a character trait. It is the willingness to do what is right even when no one is looking. It is the "moral compass" -- the inner voice; the voice of self-control; the basis for the trust imperative in today's military. Integrity includes several other moral traits indispensable to national service: courage, honesty, responsibility, accountability, justice, openness, self-respect, and humility.*

Service Before Self: *This core value tells us that professional duties take precedence over our personal professional desires. At the very least it includes: rule following, respect for others, discipline and self-control, and faith in the system.*

Excellence In All We Do: *Excellence in all we do directs us to develop a sustained passion for continuous improvement and innovation that will propel the Air Force into a long-term, upward spiral of accomplishment and performance. This core value includes personal excellence, community excellence, resources excellence, and excellence in Air Force operations.*

Why Become an Air Force JAG?



There is a special realm of experience that comes with the practice of law in the military environment. It's markedly different from -- and we believe better than -- that afforded lawyers in the private sector. Mix an immediate opportunity for responsibility with the singular demands of today's modern military . . . add in a diversity of people, geography, missions . . . and you'll have some idea of what a newly assigned JAG can expect.

Immediate opportunity and diversity are key elements of every JAG's job. For example, a newly assigned judge advocate has the early opportunity to litigate (prosecute first, then defend); to give legal assistance to Air Force personnel and their family members (advise clients); to research and write legal opinions; to educate; and to assume supervisory responsibilities, i.e., supervising a claims staff as the claims officer in a base legal office.

Contrast these opportunities with a recently licensed, civilian attorney in a law firm who may only perform monotonous research for another attorney's use. For the majority of Air Force JAGs, courtroom practice and confidential client counseling are a reality beginning on day one. To assist them in providing world-class legal services to their clients, state-of-the-art computers with cutting edge on-line research capabilities are on every judge advocate's desk.



The Air Force's global mission requires judge advocates around the world.

The Air Force designed, developed, and perfected one of the world's first-ever electronic research libraries, known as WebFLITE (Federal Legal Information Through Electronics), which provides every JAG unlimited research of databases that, in addition to LEXIS and WESTLAW, provide on-line access to unique Federal Government information.

Air Force JAGs are involved with any number of areas of the law depending upon their assigned installation's mission and location. The Air Force's global mission requires judge advocates around the world. A JAG might be assigned to a fighter base in northern Japan, training to support U.S. interests in the Far East. An initial assignment could be to a tanker base in the United Kingdom, supporting deployments to Eastern Europe or the Middle East. A bomber base in the mid-western U.S. might be a first tour, assisting in an aircraft wing's mission to support contingencies around the world on just a few hours notice. A new JAG may even be assigned to a base in Florida, providing support for space launches.

During their initial four-year tour, judge advocates can expect to work in any or all of the following specialties -- criminal law, civil law, legal assistance, torts and claims, government contract law, labor law, environmental law, international law, and operational law. A JAG's job, by its very nature, provides a diversified practice of law.



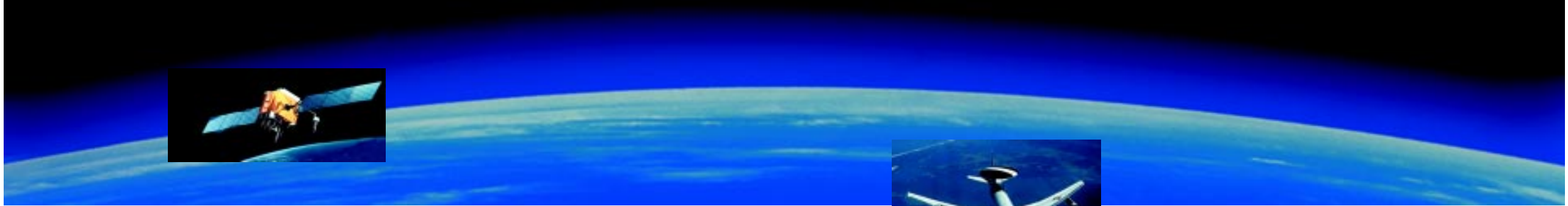
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Criminal Law. During a first assignment, nearly every Air Force JAG will prosecute military criminal trials by courts-martial. These trials are conducted according to the federal statute for military criminal matters -- the Uniform Code of Military Justice -- and the Military Rules of Evidence which are, with a few exceptions, the same as the Federal Rules of Evidence. Courts-martial are similar to trials in civilian criminal courts for offenses ranging from misdemeanors, such as theft, to felonies, up to and including capital murder and espionage cases.

JAGs who acquire sufficient litigation experience, expertise, and skill as prosecutors may request to be a defense counsel (which we call an "area defense counsel" or "ADC"). ADCs are essentially public defenders for base communities the size of small cities, representing Air Force members in criminal trials, non-judicial punishment proceedings, and adverse administrative actions. Judge advocates who demonstrate superior talent in the courtroom may continue to advance to circuit positions -- as prosecutors or defense counsel. The circuit counsel travel to various Air Force bases to try major felony cases. Some JAGs are assigned as appellate government or defense counsel with as little as five years of experience and represent their respective clients' appeals in criminal cases before the Air Force Court of Criminal Appeals, the United States Court of Appeals for the Armed Forces, and the United States Supreme Court.

At some installations, newly assigned JAGs have the opportunity to represent the government in federal magistrate's court -- a



During a first assignment, nearly every Air Force JAG will prosecute military criminal trials by courts-martial.



unique opportunity to serve as a part-time Special Assistant United States Attorney.

Civil Law. Air Force JAGs provide advice on such matters as the Freedom of Information and Privacy Acts, gifts to the government, political activities, military command and doctrine, drug testing, pay and allowances, personnel issues, equal opportunity, grievances against commanders, enlistments, investigations, ethics, conflicts of interest, garnishment, constitutional rights, and fraud, waste and abuse. They render opinions, reviews, and interpretations of laws, regulations and directives.

Legal Assistance. Newly assigned Air Force JAGs, and those at all levels of seniority, provide legal assistance free of charge to military personnel and their families. The range of legal issues encountered in legal assistance is vast, but most commonly involves wills (which are prepared by the legal office), powers of attorney, domestic relations, taxes, real estate transactions, landlord and tenant relations, debtor-creditor rights, consumer affairs, adoption, and citizenship. As part of the legal assistance services provided to our clients, each base legal office conducts a preventative law program designed to educate the community on current legal issues and on ways to avoid legal entanglements.

Claims and Tort Litigation. JAGs who are appointed as base claims officers manage claims and tort litigation at their bases of assignment. They oversee claims programs involving the Military Personnel and Civilian Employees' Claims Act, the Federal Medical Care Recovery Act, and the Federal Claims



Air Force JAG involvement is vital in the multi-billion dollar development of new emerging technologies and the procurement of high-tech weapons systems.

Collection Act. Claims officers are responsible for the investigation and settlement negotiations of multi-million dollar tort claims under the Federal Tort Claims Act, and become well-versed in applicable state and federal law.

General Litigation Support. JAGs provide vital support by defending litigation in U.S. District and Appellate Courts and U.S. Claims Court. As essential liaisons with local U.S. Attorneys, they prepare litigation reports and requests for federal representation, and assist with witness preparation. Perhaps more importantly, JAGs advise commanders on methods of operations that will achieve the optimum balance between mission performance and litigation risk.

Labor Law. Since federal employment discrimination laws apply to the armed services in almost exactly the same manner as they apply to the private sector, JAGs represent Air Force management in diverse proceedings, which are governed by the Civil Service Reform Act of 1978. These proceedings include arbitration hearings, grievance hearings, and administrative hearings before the Equal Employment Opportunity Commission. They also include adverse action cases before the Merit Systems Protection Board and proceedings before the Federal Services Impasse Panel. Judge advocates also become involved in providing direct litigation support for the litigation of labor cases in federal courts.





Government Contract Law. Air Force JAG involvement is vital in the multi-billion dollar development of newly emerging technologies and the procurement of high-tech weapons systems which the Air Force needs to accomplish its mission. JAGs are involved in this increasingly complex acquisition cycle -- from contract formation to contract award and administration.

JAGs with contract experience and significant trial experience can gain additional skills as full-time litigators on either the Air Force Contract Trial Team which practices before the Armed Services Board of Contract Appeals, or the Air Force Legal Services Agency Commercial Litigation Division which litigates cases in federal court.

Environmental and Real Property Law. Like municipalities and private entities, the Air Force must comply with federal, state and local environmental statutes and regulations. Judge advocates resolve issues related to the Comprehensive Environmental Response, Compensation and Liability Act, the Resource Conservation and Recovery Act, the Clean Air Act, and other major environmental laws.



Judge advocates serve as a focal point for the law of armed conflict.



International and Operations Law. Judge advocates are involved in a broad range of international law problems including: advising commanders on agreements governing the status of U.S. forces; working closely with local officials to monitor foreign criminal trials of U.S. service members so that they are granted applicable procedural safeguards; and solving a variety of foreign civil law problems concerning local customs, taxation, claims litigation, real estate, paternity, adoption, domestic relations, and environmental law. JAGs serve as a focal point for the law of armed conflict. During ENDURING FREEDOM and NOBLE EAGLE, for example, judge advocates deployed with operational units to advise commanders on lawful targets and the proper treatment of prisoners of war. They also investigated and monitored violations of the law of armed conflict by both our allies and Afghanistan.

Additionally, judge advocates in a deployed area provide essential legal services to deployed personnel. JAGs ensure the smooth administration of criminal justice and also provide legal assistance and claims service to all deployed members.

Since Air Force personnel are required to be familiar with both the status of non-combatants and the legal limitations of the application of force, JAGs educate them on international treaties and agreements which comprise the law of armed conflict.





As an Air Force officer, a JAG's way of life is exciting and unique



The Air Force JAG Department offers and unequaled diversity of practice -- in addition to performing duties previously mentioned, you can serve on the faculty of the JAG School or the United States Air Force Academy; become a military trial or appellate judge; or specialize in any one of a number of areas usually after receiving an LL.M at full Air Force expense.

In addition to the immediate opportunity and diversity of practice, the JAG legal practice is exceptional for perhaps the most important reason of all -- the satisfaction and fulfillment of service to our great country. There's a built-in satisfaction in being part of a professional team of people who live by the Air Force's core values.

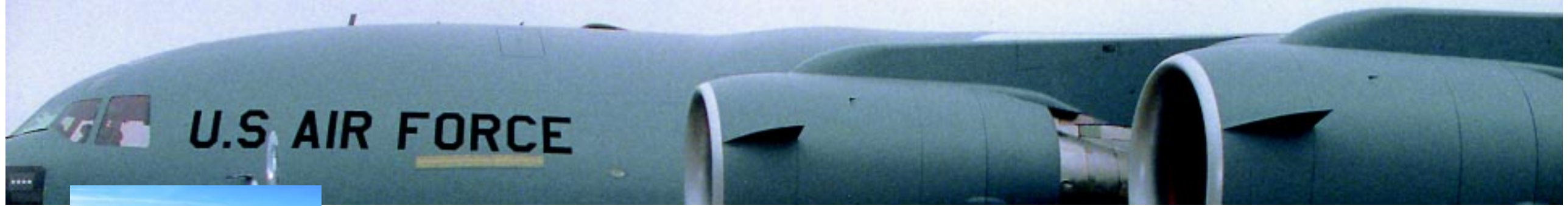
As an Air Force officer, a judge advocate's way of life is exciting and unique. It's exciting because JAGs serve in a variety of locations across the U.S. as well as overseas. There are travel opportunities to enhance personal lifestyles. Judge advocates form close personal and professional associations with people of all backgrounds, interests, and cultures.

Specialized training courses and continuing legal educational opportunities are abundant and provided at government expense.



Being part of an Air Force community also provides many opportunities. Nearly every base offers a variety of recreational and social activities including golf courses, gymnasiums, swimming pools, tennis courts, bowling lanes, theatres, hobby shops, gun clubs, flying clubs, riding clubs, and more. There are automotive workshops, arts and crafts facilities, and youth centers full of activities. Family services groups offer instruction and support group meetings; base chapel services and programs are also available. Medical and dental services are provided. Lower prices are a nice benefit at the base exchange (department store), commissary (grocery store), and the base service (gas) station. Housing is often provided on base. If living on base, the rent is equal to an individual's housing allowance, with no charge for utilities. This kind of community support, and at the locations the Air Force has to offer, is hard to match.

The tangible benefits you'll receive as an Air Force officer are significant. Financially, a judge advocate's salary is competitive -- and not all of it is taxable. You must pay taxes on the monthly base pay, but not on the allowances for housing and subsistence (food). Consequently, more than 20 percent of a junior attorney's total monthly pay is tax free. Pay raises are given with each promotion and are automatic with increased time in service (every other year).



Several JAGs are competitively selected every year to return to law school for LL.Ms.

For those who make the Air Force a career, the retirement plan is a generous non-contributory plan. Add this compensation plan to the other benefits and entitlements and you have a realistic, competitive salary.

Other benefits include 30 days of vacation with pay each year, unlimited paid sick leave, and paid moving expenses associated with shipping household goods. Payments are also provided for mileage, travel time, and dislocation.

In addition, specialized training courses and continuing legal educational opportunities are abundant and provided at government expense. There are short courses for prosecutors, defense counsel, and military judges. Also, specialty courses are provided in such areas as medical law, labor law, environmental law, information and operations law, utility contract negotiation, and government contracts. Several JAGs are competitively selected every year to return to law school for LL.Ms in specialties like government contracts (procurement), labor law, military justice (criminal law), air and space law, international law, computer/information technology law, health law, and environmental law. Upon completion of the program, judge advocates can expect an assignment to a position dealing primarily with their areas of specialization.

At various points in a JAG's career there are also opportunities to participate in professional military schools.

In a judge advocate's career there are also opportunities to participate in a variety of professional military schools -- Squadron Officer School, Air Command and Staff College, and Air War College -- either by correspondence or in residence at Air University at Maxwell Air Force Base in Montgomery, Alabama. Some JAGs are selected to attend the Armed Forces Staff College in Norfolk, Virginia, or the National War College in Washington, DC.

Your decision to become a JAG, like many before you, may be simply based on the prospect of engaging in an exciting practice of law while at the same time making a valuable and lasting contribution to our country.





Selection

The best qualified applicants are selected by The Judge Advocate General upon recommendation by a board of senior judge advocates. Selection factors include academic performance, law school class standing, curricular and extracurricular activities, community service, work experience, current or prior military experience (if any), and the recommendation of the Staff Judge Advocate who conducts your personal interview. Applicants are notified of selection board results by letter.



Beginning Active Duty

By statute, judge advocate assignments are made by The Judge Advocate General upon recommendation by the Chief of the Professional Development Division. New JAGs are eligible for assignment to base legal offices anywhere in the world depending on their preferences and the needs of the Air Force. Upon acceptance into The Judge Advocate General's Department, all new judge advocates (except those with prior Air Force commissioned officer service) attend the four-week Commissioned Officer Training (COT) course.

Upon completion of COT, all newly selected JAGs attend the Judge Advocate Staff Officer Course (JASOC) for nine weeks at the Air Force JAG School. Both courses are held in Montgomery, Alabama.

The exceptional, professional experience once begun then continues! The immediate assignment to an installation is the beginning of a diverse practice of law with a quality team of professionals. Whatever the location, this exciting and unique way of life awaits those who accept the thrilling challenge of becoming an Air Force JAG.





www.jagusaf.hq.af.mil

**Either download the forms
from our web site or
detach applications at perforations and bring
completed set to the
Staff Judge Advocate interview**

There are a number of different ways to enter active duty as an Air Force judge advocate.

1. Direct Appointment Program (DAP). Attorneys and third-year law students utilize the direct appointment method. This method requires an interview with a Staff Judge Advocate at any Air Force base. A listing is available on our web site. Law students are selected contingent upon graduation from an ABA accredited law school and admission to practice before any state's highest court or a federal court. If selected, applicants are commissioned as first lieutenants (with promotion to captain following after only six months) and incur a service commitment of four years. The deadlines for applications are 1 February, 1 April, 1 June, 1 August, 1 October, and 1 December of each year.

2. Reserve Officer Training Corps (ROTC) Programs. Undergraduate students, first and second-year law students may apply for one of three different ROTC programs: the Educational Delay Program, the Graduate Law Program, and the One-Year College Program. All of these programs require an application through a local Air Force ROTC detachment and an interview with a Staff Judge Advocate. A selection board convenes once a year. The application deadline is 1 April.

3. Funded Legal Education Program (FLEP). Active duty commissioned officers may apply for FLEP. Those individuals selected attend law school at Air Force expense with full pay and allowances. A selection board convenes once a year. The application deadline is 1 March.

4. Excess Leave Program (ELP). Active duty commissioned officers may also apply for ELP. Those selected attend law school by using excess leave that does not have to be repaid. Expenses are paid by the officer and no pay or allowances are authorized. The officer continues to accrue time for promotion and retirement, remaining eligible for other active duty benefits such as base exchange and commissary privileges as well as medical and dental services. A selection board convenes once a year -- the application deadline is 1 March.

5. Recall Program. Officers serving in the Air Reserve Component who are graduates of an ABA-accredited law school and admitted to practice before any state's highest court or a federal court or who are attending an ABA accredited law school may apply. Law students may apply during their last semester, but selection is contingent upon graduation and legal licensing. The application procedure is essentially the same as described for the direct appointment program. The deadlines for applications are 1 February, 1 April, 1 June, 1 August, 1 October, and 1 December of each year.

6. Intraservice Transfer Program. Active duty Air Force officers who have at least four years, but no more than ten years of total active federal commissioned service may request an intraservice transfer to The Judge Advocate General's Department provided they have graduated from an ABA accredited law school and have been admitted to practice before any state's highest court or a federal court. The deadlines for applications are 1 February, 1 April, 1 June, 1 August, 1 October, and 1 December of each year.

7. Interservice Transfer Program. Regular or reserve officers in the pay grade of 0-3 (captain) or below on extended active duty for at least two years with any other branch of the armed services may apply at any time for an interservice transfer provided they have graduated from an ABA-accredited law school and have been admitted to practice before any state's highest court or a federal court. The deadlines for applications are 1 February, 1 April, 1 June, 1 August, 1 October, and 1 December of each year.